

NAF PAY SYSTEM**PAY REPORT**

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after June 19, 2003, were as follows: Average increases of 18 cents (2.6 percent) for Level 1 and 25 cents (2.9 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2003.

SURVEY SUMMARY BY PAY LEVEL

| <u>SURVEY JOB TITLE</u> | <u>WEIGHTED MATCHES</u> | <u>AVERAGE</u> | <u>RANGE HIGH</u> | <u>LOW</u> |
|-----------------------------|-----------------------------|----------------|-----------------------|------------|
| NF - 1 | | | | |
| SALES ASSOCIATE | 221 | 6.82 | 6.96 | 6.46 |
| CASHIER-CHECKER | 293 | 7.04 | 7.48 | 5.22 |
| OFFICE CASHIER | 16 | 7.55 | 8.74 | 6.40 |
| TELLER | 89 | 8.25 | 9.99 | 7.68 |
| DESK CLERK | 30 | 6.48 | 7.00 | 6.10 |
| NF - 2 | | | | |
| SECRETARY | 7 | 9.74 | 11.20 | 8.26 |
| ACCOUNTING TECHNICIAN | 7 | 8.08 | 9.57 | 7.25 |

WAGE AREA : #101 Jefferson, NY
ORDER DATE: April 14, 2003
SURVEY : #018/009-22-B